

CONCORDIA UNIVERSITY

BOARD OF GOVERNORS

CONCORDIA BENEFITS COMMITTEE

Meeting of Wednesday
December 10, 1975

Attendance: Mr J. Tait, Chairman; Mr E.A. Lemieux, Vice Chairman; Mr H. Hemens;
Prof. A. Dickie; Prof. J.C. Turgeon; Mr F. Villemaire; Prof. B. Barbieri;
Mr R. Martin; Mr A. Duff; Dr J. Smola; Prof. G. Martin; Mr C. Waters.

Guests: Messrs C. Beadle, R. Brochu of William M. Mercer Ltd and Messrs M. Fernet
and J. Gérin of Pouliot, Guérard, Castonguay and Associates.

Actuarial Consultants Presentations

The meeting opened with a presentation by Carson Beadle of William M. Mercer Ltd. The presentation was structured along the following lines;

- a) Mercer's approach to Benefits planning
- b) Comment on the disparity between the current plans
- c) Manpower and resources of William M. Mercer Ltd.

A brief question period followed the presentation. Mr Beadle was asked to estimate a cost for the project. He gave a rough approximation of 10 to 20 thousand dollars for the development cost of a program. He stressed however that the estimate was a ballpark one.

The question of the Ontario Human Rights Act and the possibility of the introduction of similar legislation in Quebec was praised. Mr Beadle explained that under the Ontario Act, age discrimination was not allowed which would force a change in the Life Insurance Plan on the Sir George Campus.

Mr Hemens asked Mr Beadle his opinion on separation of the consulting function from the actuarial function. Mr Beadle answered that such a separation would cause delays in obtaining cost estimates. In his opinion immediate awareness of costs was an important part of consulting.

William M. Mercer's fees vary from \$25.00 to \$100.00 per hour.

Mercer's presentation was followed by one from Marc Fernet of Pouliot, Guérard, Castonguay. Mr Fernet's presentation opened with an exposé of the resources and manpower of the firm followed by an outline of the approach which would be used by Pouliot Guérard Castonguay to merge the existing plans.

There was a short question period and the question of separating actuarial and consulting functions was put to Mr Fernet. Mr Fernet felt quite strongly that the two functions should not be separated for essentially the same reasons put by Mercers. In addition, his firm's consultants were all actuaries.

Upon the departure of Pouliot Guérard Castonguay, a short discussion was held. Professor Dickie suggested that the Committee should consider limiting the involvement of outside consultants to actuarial work only i.e. that they should perform only according to the instructions of the Committee where cost calculations were required. He further suggested that the Committee examine the programs and evaluate the cost of bringing the Loyola plan up to the Sir George level.

Mr Hemens commented that this approach suggested a "best of both worlds" approach.

Professor Dickie replied that any approach taken would have to guarantee that no one would receive less than their current entitlement.

Mr Tait suggested that it would be an idea to look at the whole package at the present time to be sure that money is being spent to the best advantage. Dr Smola added that this was an opportunity to stop and look at the whole program especially since certain money for integration costs would probably be made available by the government.

Professor Dickie said that he was sold on the idea if the money were available.

Scheduling of the next meeting

It was agreed that the next meeting would be held at the same time on Tuesday, December 16th 1975 in room 762. The major purpose of the meeting would be to come to a decision upon the selection of an actuary.

Minutes of the November 26, 1975 meeting

On a motion by Dr Smola, seconded by Prof. Dickie and unanimously carried the minutes of the November 26th 1975 meeting were adopted as presented.

The meeting closed at 2:05 p.m. on a motion from the Chair.

G. Martin, Secretary

CW/dg